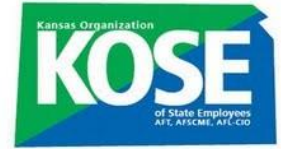


# Frontline October 2016



A Publication of Kansas Organization of State Employees

## KOSE Members Rock the Public Hearing!



(Pictured L-R: Rick Wiley, Lon Oberman, Kyle Nuckolls, Leonard Fishburn, Irene Soto, Laura Calhoun, Lynette Lewis, Grace Decker, Jennifur Hymon-Harpe, Sarah LaFrenz, Gerald Dennison)

On Tuesday, September 27, KOSE members speaking on their own behalf, but who work in five different state agencies, attended the Public Hearing and those in attendance spoke eloquently to the proposed administrative changes.

Prior to public remarks, the administration reported that two of the proposed changes have been pulled off the table for consideration at this time. Those two are: K.A.R. 1-7-11, right to appeal performance reviews, and K.A.R. 1-9-23, limits of shared leave.

The amplified voice and written responses of KOSE members absolutely made a difference! The public hearing had only two other speakers: Senator Anthony Hensley and Gary Adkins. The hearing was also attended by retired public employees.

### What Remains

The computation of lay-off scores, K.A.R. 1.14.8, remains on the table, and KOSE members, one with more than 19 years of state employment, challenged administration to consider the morale of employees who hold institutional knowledge of their agencies.

And while K.A.R. 1-14-10 changes procedures for bumping during layoffs, the reality is House Bill 2391, from 2015, already provides the State all the leniency it needs.

K.A.R. 1-2-74 would eliminate the restriction of administrative leave as a reward. However, as one member shared, "Leave is meaningless if you can't take it."

The final proposed change is re-employment following a layoff, K.A.R. 1-6-23, and would lessen the restrictions on agency directors to call back eligible employees.

### Next Steps

Administration informed the group that they would consider all written and spoken comments before making any decisions and it would be at least two weeks before they might present any changes to the remaining four proposed amendments.

**VOTE NOVEMBER 8 VOTE NOVEMBER 8 VOTE NOVEMBER 8 VOTE NOVEMBER 8 VOTE**



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## **Steward Training and Public Employee Day of Action**

On October 24, select member-activists working to become KOSE stewards will be involved in a three-hour steward training. Following lunch, the new KOSE stewards will join current stewards and board members to participate in the AFT Public Employee Day of Action conducted by Erica McDuffie, AFT National Representative. KOSE and AFT recognize that our strength as a public sector union comes from our ability to build relationships in our own worksites. We recognize that worksite relationships allow us to stand together to get better policy and better contracts for public employees.

The KOSE Board will hold its quarterly meeting that evening.

## **Annual Meeting Scheduled October 25**

KOSE will hold its 2016 Annual Meeting on October 25 in Topeka at the Capitol Plaza Hotel. All dues-paying KOSE members are welcome to attend the annual meeting. (Please call the KOSE office at 785-354-1174 by October 20 so that we can prepare for your attendance.) The annual meeting will include reports of what KOSE members have accomplished in the past year and look ahead to challenges and goals for next year. Also included will be reports from KOSE President Lisa Ochs, as well as member-activists who attended the AFT National Convention and AFT training.

## **New Employee Orientations and KOSE**

Recently KOSE member-activists saw a need and took initiative to address a gap in covering New Employee Orientations at a number of different agencies.

Based on the identified need, a team of activists met and built a format that other KOSE activists could use as they meet with new employees. Using a successful model currently in use at Lansing Correctional Facility, the team expanded on the Lansing model. Those involved include member-activists Laura Calhoun, Genea Norris, Kelly Potter and Jennifur Hymon-Harpe, as well as Jenn Porcari, AFT Senior Associate Director of Public Employees, who traveled from national headquarters.

The KOSE team also identified as a challenge knowing exactly when NEO's were being scheduled by agencies and how to assure that KOSE members were assigned to those. We know it is critical to the strength of our organization that KOSE members provide a first contact with new employees.

The new protocol will be used in the Topeka area as a pilot for other locations. If you would like to be involved in greeting new employees at your facility and sharing your experiences as a KOSE member, please contact the KOSE office. In addition, if you know of an issue at your workplace, we are always interested in providing the supports you need to solve the problem. Our strength is in our members stepping forward.

## **Spotlight on KOSE Board Member Debi Schumacher**

When Debi Schumacher isn't working at the Wichita office of DCF, she spends her free time working at the Wichita Zoo. As a volunteer at the Zoo she educates the public about the great apes and what we, as humans, can learn from them.

Debi has seen a number of changes at DCF over her 30 years as an employee. As a KOSE steward, Debi has helped file two group grievances and both were settled successfully in favor of the employees.

Before Debi retires, she would like to see all DCF employees treated with respect by administration. She continues to worry about supervisors who bully their staff and with the proposed changes to regulations Debi worries about job security.